

Degree	Type	Year
Social Policy, Employment and Welfare	OT	0

## Contact

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## Teachers

Oscar Molina Romo

Miguel Angel Purcalla Bonilla

## Teaching groups languages

You can view this information at the [end](#) of this document.

## Prerequisites

There are no specific requirements

## Objectives and Contextualisation

The course aims to address the relationships and dynamics that develop between, on the one hand, the transformations of labour markets and employment relations, and on the other, the actions of the actors within labour relations systems.

The course applies a dual analytical perspective. The first is a social analysis perspective. This involves examining, firstly, how the actions of the state, employers, and trade unions influence the characteristics of labour markets and national and regional employment models. Secondly, from this perspective, it also analyses how the characteristics of labour markets and employment models shape the actions and strategies of labour relations actors, as well as the emergence of new movements and actors advocating for and representing workers. Comparative analysis of differences between territories, both nationally and internationally, and of different types of labour protests, is central.

The second perspective is legal. This involves analysing the content of regulations, directives, recommendations, resolutions, and other legal texts of the European Union concerning labour and Social Security. Likewise, the case law of the Court of Justice of the European Union in these areas is also subject to analysis.

The objectives are:

- To provide analytical, conceptual, and methodological tools for studying national labour relations systems and their effects on labour market characteristics and employment models.
- To examine the strategies of employers, trade unions, and new labour advocacy movements or organisations, taking into account their diversity and social determinants.
- To analyse the role of national labour institutions as determinants of the actions of employer and trade union organisations.
- To analyse the role of EU regulations and case law as determinants of the actions of employer organisations, trade unions, and governments in labour and Social Security matters.

## Competences

- Design, implement and evaluate social policies and processes for resource redistribution and improvement of citizens' welfare, in different contexts and from a European perspective.
- Work individually and in multidisciplinary, international teams.

## Learning Outcomes

1. Analyse the rules on case law procedures of the European Union.
2. Describe the European Union's directives, rules and recommendations on employment and social matters.
3. Recognise European case law on collective bargaining.
4. Recognise the employment and social directives of the European Union.
5. Work individually and in multidisciplinary, international teams.

## Content

The module is structured in two parts.

### PART A - Comparative Industrial Relations (Prof. Oscar Molina and Oriol Barranco)

The first part of the course provides analytical tools to examine industrial relations systems, both from a national and international perspective, using a comparative approach. On the one hand, it analyses the impact of the State and its regulations, employer associations, and trade unions on the characteristics of labour markets and national/regional employment models. On the other hand, it also examines how labour market characteristics, employment models, and productive structures shape the actions and strategies of industrial relations actors, as well as the emergence of new movements and organisations advocating for workers' rights. The comparative analysis of differences between regions-both nationally and internationally-and different types of labour protests are central themes.

Session 1. The Actors in industrial Relations: Trade Unions and Employer Organizations.

- Analytical perspectives on industrial relations
- The Comparative analysis in industrial relations; theories and methods
- The actors in industrial relations. Trade unions and employer organizations. Power inequality and logics of action.

Session 2 - Inequality and Industrial Relations. The Importance of Collective Bargaining

- Inequalities and models of capitalism
- Neo-corporatism and its economic impact
- The rise of inequality; the role of industrial relations
- Dimensions of Collective Bargaining and Inequality

#### Session 3. Socio-Productive Transformations and Trade Union Action

- Trade union and collective action in the post-Fordism
- The international trade union's crisis and the case of Spain
- The Sources of trade union power
- Towards the trade union and labour movement revitalisation?

#### Session 4. Trade Unions and New Labour Organisations in Contemporary Spain

- Trade action in Spain in recent decades
- New employment and working realities and new challenges for collective action
- Trade unions and new labour organisations

#### PART B - European Social Law (Prof. Miguel Ángel Purcalla)

This second part of the module focuses on the study of social law, adopting a multi-level perspective. This part of the module analyses the way in which social and labour problems such as the free movement of workers, digital disconnection, the use of algorithms or safety and hygiene at work have been regulated at a European level.

#### Session 1 - Free Movement of Workers and Algorithms in Personnel Selection

- The principles that guarantee the free movement of workers in the EU, and the obstacles to free movement
- The use of algorithms by companies and their regulation

#### Session 2 - Insolvency, business succession and collective dismissal in the EU

- CJEU regulations and criteria
- Experiences and practical cases on business transfers
- Experiences and practical cases on insolvency and guarantee bodies
- Experiences and practical cases on collective dismissals

#### Session 3.- Occupational health and safety and community social security: rules of the game and practical cases

- Regulatory framework for occupational health and safety: evolution, directives, European agenda 2014-2020, competent bodies
- Obligations and responsibilities in matters of occupational risks: CJEU regulations and criteria
- Regulatory framework for European social security: regulations, coordination method, principles Basics and practical examples on "transnational" benefits

Session 4 - Practical issues on technology and corporate control of the employment relationship: regulatory frameworks, judicial criteria and practical experiences in the EU

- The conflicting rights at stake (company/employee) as a starting point: technology and employment relations (preliminary idea)
- Control of the use of the Internet and e-mail provided by the company
- Geolocation of workers
- Video surveillance
- Right to "disconnect"

## Activities and Methodology

Title	Hours	ECTS	Learning Outcomes
Type: Directed			
Master classes	22	0.88	2, 3, 4
Type: Autonomous			
Assignments	83	3.32	1, 2, 3, 4, 5
Oral presentation	20	0.8	1, 2, 3, 4, 5
Reading of materials and preparation of summaries of articles	25	1	1, 2, 3, 4

Each of the parts of the module explained above (Part A - Comparative Employment Relations and Part B - European Social Law) will have four sessions.

The development of the teaching of the subject and the training of students is based on the following activities:

### 1. Directed activities:

1.1 Lectures: through which the student acquires the conceptual bases of the subject. These are activities in charge of the teacher in which he will assume the explanation of the subject corresponding to the session, but seeking the active participation of the student through questions, the presentation and discussion of specific cases, etc.

1.2. Presentation and discussion of readings. They involve the preparation and discussion in class of readings related to the subject presented. For this, the students will receive bibliographic support and guidance from the subject teacher. Given the complexity of the matter addressed and the frequent prior ignorance of it by the students, it will be ensured that the topics to be exposed are affordable or of greater simplicity.

### 2. Supervised activities:

These are activities that students need to complete before the reading discussion. They involve thinking through/preparing answers to the questions about the session readings provided by the teaching staff.

### 3. Autonomous activities:

3.1. Preparation of exercises: through this activity the student must apply the knowledge acquired in the lectures to weekly exercises. The exercises will also be based on the readings proposed by the teachers.

3.3. Reading of materials and preparation of summaries: this involves reading and analyzing the articles and regulations that, before each session, will be provided to students on the virtual campus.

Annotation: Within the schedule set by the centre or degree programme, 15 minutes of one class will be reserved for students to evaluate their lecturers and their courses or modules through questionnaires.

## Assessment

### Continuous Assessment Activities

Title	Weighting	Hours	ECTS	Learning Outcomes
Active Participation (Part B)	25%	0	0	1, 2, 3, 4, 5
Analytical Assignments (Part A)	25%	0	0	1, 2, 3, 4, 5
Assignments / Practical Cases (Part B)	25%	0	0	1, 2, 3, 4, 5
Comparative Analysis of Employment Relations Systems (Part A)	25%	0	0	1, 2, 3, 4, 5

The evaluation of the Module will be structured as follows:

#### Part A - Comparative Industrial Relations

Active participation and critical engagement in discussions on compulsory readings will be assessed. Students wishing to improve their grade may submit a critical commentary or essay on issues addressed in the compulsory readings. This exercise can raise the grade by up to 2 points. Students who fail to pass or cannot be assessed due to lack of participation must complete the exercise. In this case, the maximum grade attainable will be a 6.

#### Part B - European Social Law

The evaluation will consist of two pieces of evidence or elements.

First, active participation in the sessions. The sessions are structured around the discussion of materials previously posted on the CV. The teacher's presentation is structured around the debate presented, but incorporating practical elements based on cases, sentences, etc.

Second, in carrying out exercises / practical cases based on the contents of the sessions. Such exercises can be carried out individually or in a group of a maximum of 2 students. The guidelines in this regard (deadlines, solution methodology, extension) will be indicated by the teachers at the beginning of the module.

In this course, the use of Artificial Intelligence (AI) technologies is not permitted in any of its phases. Any work containing AI-generated content will be considered academic dishonesty and may result in a partial or total deduction of marks for the activity, or more severe penalties in serious cases.

## Bibliography

### Parte A

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## PARTE B

### Sesión 1

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## Sesión 2

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## Sesión 3

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## Software

No specific software required

## Groups and Languages

Please note that this information is provisional until 30 November 2025. You can check it through this [link](#). To consult the language you will need to enter the CODE of the subject.

Name	Group	Language	Semester	Turn
(TEm) Theory (master)	1	Spanish	second semester	afternoon